

CORE VALUES

A. Collaboration across funding

Program/System cooperation and agreement or consensus on values, goals, standards, definitions, and course(s) of action that should be uniform and accepted by all components regardless the discipline, including consumer involvement. The focus is on what is in the best interest of the individuals and families we serve.

B. Team approach across agencies

A family team consists of a group of people, in addition to the family, who represents a blend of formal and informal resources (professionals and others) that make up the family support network. This team functions with the family in an interactive process to develop a plan, based on family strengths, values, and preferences that will assist the family to reach favorable outcomes.

C. Family-Centered

Family-centered approach means that families are defined to include extended family members and significant others who function as natural supports in the context of that family; treated with dignity and respect; regarded as a resource in the treatment process; are assisted to build on identified strengths to enhance control and independence; and valued as participants in all aspects of planing and evaluation of the service delivery process.

D. Self-sufficiency

Every effort will be made to support individuals and families in achieving self-sufficiency in essential life domains

E. Consumer involvement in all aspects of the project

Consumers are viewed as equal partners in the planning, design, implementation and evaluation. Practical support is provided to enable consumers to participate in the process, ranging from childcare and transportation to emotional support and encouragement. Consumer involvement in the process is empowering and increases the likelihood of their cooperation, understanding, and success as well as strengthening the collaboration needed between systems and providers. Consumer participation in the decision-making process affecting their life increases their self esteem, their sense of belonging, their accountability, and responsibility toward self-sufficiency.

F. Gender/cultural/age competent treatment

Programs for this target population will include specific components that address women's issues and reflect current research indicating effective treatment components for women, i.e. to include, but not limited to, victimization histories, domestic violence/relationship dynamics, emotional regulation, parenting, self-esteem, and educational needs. These programs will reflect an understanding of the issues specific to women and reflect support and understanding of cultural diversity and lifestyles, which are then incorporated into programming with a level of acceptance.

G. Work focus

Dedication to positive, immediate and consistent employment and/or employment-related activities, which result in the self-resiliency/self-sufficiency, improved quality of life, and productive contribution for self, family and the community. Efforts should build on strengths and be integrated on a timely basis with support services as needed to retain employment.

H. Strengths-based

A belief founded on the idea that all persons possess a set of strengths, hopes and desires on which a service approach can be built. The focus of the person is on their positive attributes and their "grist" for survival and independence. Strengths are identified and valued, and service interventions build on them. Treatment fosters a belief system that is non-judgmental, non-threatening, and positive.

I. Builds on natural and community supports

Celebrates the wealth of resources in our communities. Utilize formal and informal support and treatment systems. When necessary, foster development of additional support and services, and build upon these natural supports or resources that are on-going to include family, relatives, neighbors, friends, faith community, and co-workers are examples of natural supports. Every attempt should be made to include them. The ultimate goal for the service system is to weave the client so well into the fabric of informal support systems that the role for formal services is very small or not needed at all.

J. Growth from environment that encourages learning

Belief in growth, learning, recovery, and improvement from a system that instills hope from environments that are dedicated to treating families with respect and dignity.